

Building a Strengths Mindset in Schools

Developing a Growth Mindset



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boldly
QUIET

Agenda

- 1 Quick Review
- 2 Homework reflection
- 3 Fixed and Growth Mindsets
- 4 Introduction to Personal Commitment statements
- 5 Homework and Wrap-up

Key Terms

- **Talent** – raw capacity/untapped potential for accomplishment
- **Strength** – repeatable capacity for great accomplishment
- **Weakness** – anything that gets in the way of success (limited potential and talent blindspots)
- **Non-Weakness** – not a talent, but not a problem

Talent x Investment = Strength

**Weakness x Investment =
Prevention of Failure**

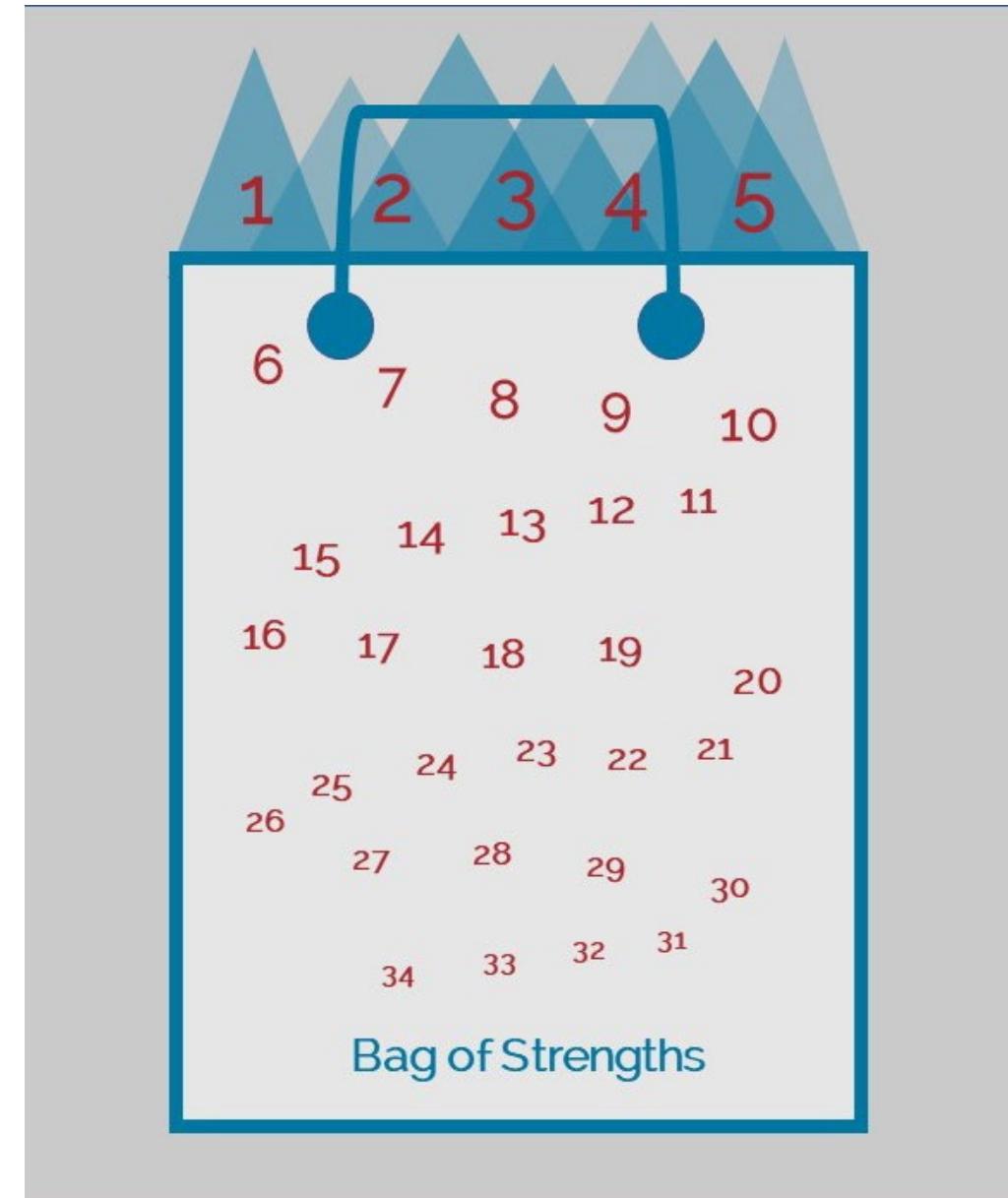
34 Talent Themes

1-5 are always available—
whether you want them or not!

6-15 are close to the top of the bag—
pretty easy to access

16-29 are in the middle of the bag—pretty hard to
access

30-35 are in the bottom of the bag—very hard to access



How to Handle Weaknesses

- **Don't** ignore them
 - Understand how they get in your way
- **Don't** try to fix them
 - Weaknesses will never turn into strengths; weakness fixing only prevents failure
 - Weakness fixing takes effort away from developing strengths
- **Do** learn to manage them
 - Use your strengths to achieve success (even though it may look a little different)
 - Partner with someone who can help you
 - Do your best

Five Clues to Talent: how can you tell?

- **Yearning** – what are they naturally drawn to
- **Rapid Learning** - what do they pick up quickly?
- **Flow** - when do they automatically know what to do?
- **Glimpses of Excellence** – When do they surprise themselves (or you)?
- **Satisfaction** - What can't they get enough of doing?

How Full is Your Bucket

Are you adding to or taking from the buckets of others (and your own)?

Improved performance

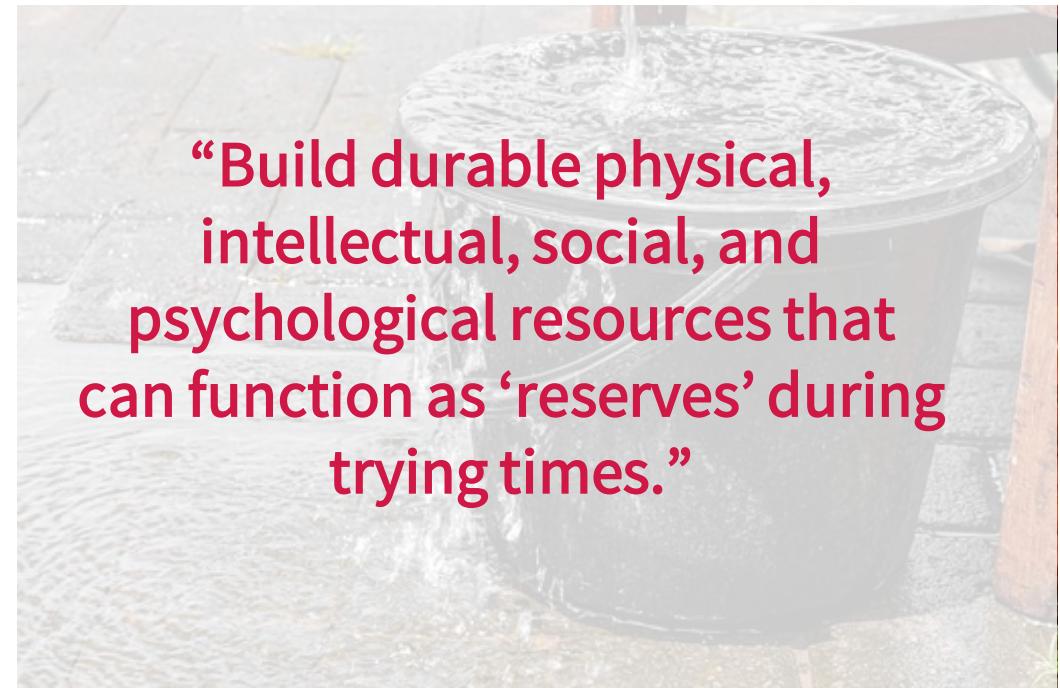
Shield against negative behaviors

Break down barriers

Resilience

Build up others

Long-acting

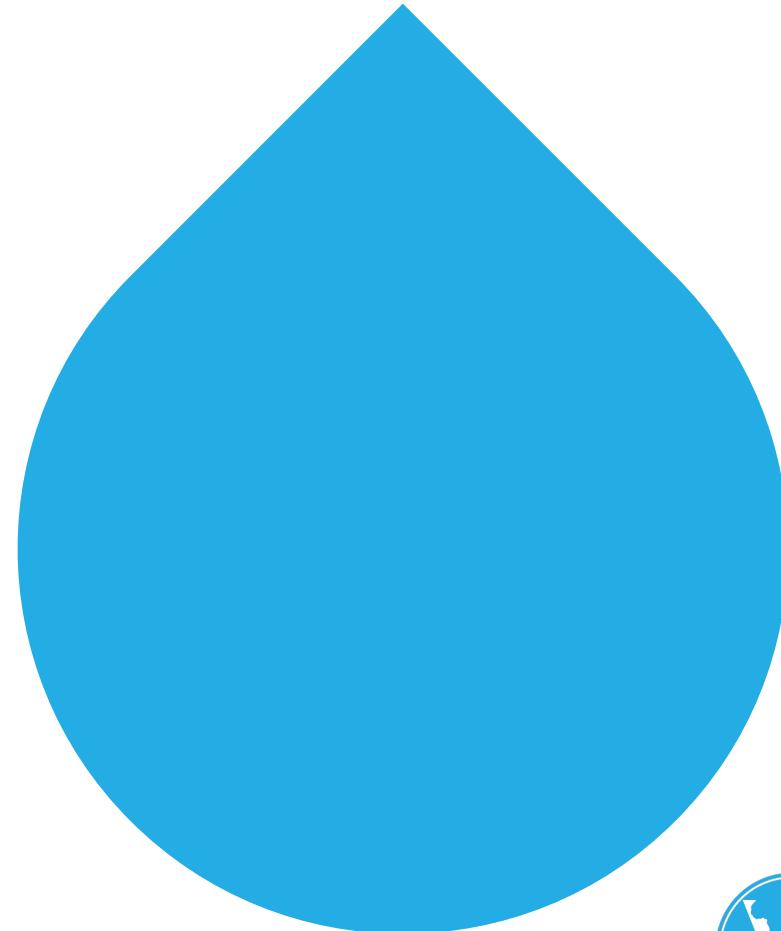


“Build durable physical, intellectual, social, and psychological resources that can function as ‘reserves’ during trying times.”

Homework

Give out at least 2 drops per day before our next session

- What do you observe about the recipients?
- What do you observe about yourself?

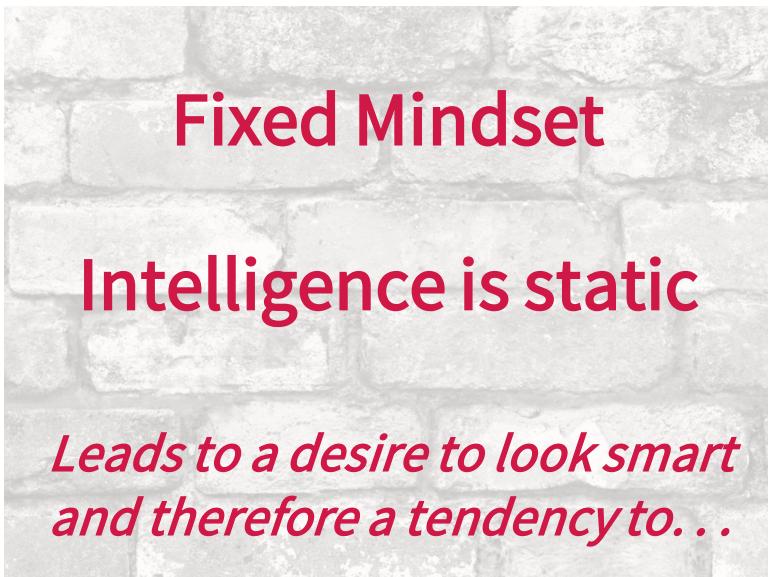


Developing a Growth Mindset



Fixed v. Growth Mindset

“Dr. Dweck found that people’s theories about their own intelligence had a significant impact on their motivation, effort, and approach to challenges.”



Fixed Mindset

Leads to a desire to look smart and therefore a tendency to...

Avoid challenges

Give up easily

See effort as a waste of time

Ignore useful negative feedback

Feel threatened

As a result, they may achieve less than their full potential.

Growth Mindset

Leads to a desire to learn and therefore a tendency to...

Challenges

Obstacles

Effort

Criticism

Success of Others

Embrace challenges

Persist when faced with setbacks

See effort as an investment

Learn from criticism

Find lessons and inspiration

As a result, they reach ever-higher levels of achievement.

Fixed Mindset

Feeling:

Frustration



Growth Mindset

Celebration



**How can you help others (and yourself) move from a
Fixed Mindset to a Growth Mindset?**

Attitude:

Learned helplessness



Resilience

Moving from Fixed to Growth

What do you really want?

How is your current approach working for you?

What is your current approach costing you?

If there is a way to get more benefit out of your approach without as much cost, would you be open to exploring it?

Did You Notice?

Day 1: Invest in Your Strengths  Reach your full potential with positive energy

Day 2: How Full is Your Bucket?  Higher performance; Resilience

Day 3: Growth Mindset  Reach ever-higher levels of achievement

Now what?

Declaration of Personal Commitment

What have you learned about yourself during this program that you would like to apply?

What do you hope to help create or change in your school, workplace or community?

Why is what you want to do important?

How can you use what you learned about yourself in this program to accomplish your goals?

How can you hold yourself accountable to this commitment?

Homework

Begin working on your Declaration of Personal Commitment

- Reflect on the questions
- Consider condensing your thoughts into a short paragraph that you can share with others

Tomorrow, please consider sharing a draft or portion of your Personal Commitment with the group.

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